WATER AND SANITATION AGENCY (WASA), LAHORE
LAHORE DEVELOPMENT AUTHORITY

SEWERAGE SYSTEM FROM LARECH COLONY TO GULSHAN-E-RAVI IN LAHORE (THROUGH TRENCHLESS TECHNOLOGY)

DRAFT FINAL GENDER ACTION PLAN

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A Joint Venture

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1 BACKGROUND

Lahore Water and Sanitation Agency (LWASA) has initiated Lahore Water and Wastewater Management Project (LWWMP) with the financial assistance of the Asian Infrastructure Investment Bank (AIIB). The Laying of the Trunk Sewer Line from Larech Colony to Gulshan-e-Ravi (through trenchless technology) is one of the project components. The component wise detail of the project is given below:

Component 01: Construction of new Ravi syphon, head regulator and escape channel structure & raw water intake at BRBD canal and construction of surface water treatment plant & transmission mains and distribution network.

Component 02: Laying of sewer line from Larech Colony & Gurumangat Road to Gulshan-e-Ravi (through trenchless technology) and Construction of Ultimate Disposal Station at Gulshan-e-Ravi and Allied Works.

Component 03: Project management and supervision consultant (water supply component), Project Management and Supervision Consultant (Sewerage System), LWASA and detailed design & resident supervision consultant for Punjab irrigation department.

Under this Project Component 2, about 32.37 kilometer (km) long sewer network divided into three sections is to be laid by utilizing micro-tunneling and pipe jacking technology along with the construction of an ultimate pumping and disposal station at Gulshan-e-Ravi with a capacity of 688 cusecs. This infrastructure will eliminate intermediate pumping stations to save O&M costs incurred on pumping and stop the pumping of raw sewage in the stormwater drains. This infrastructure will also enhance the conveyance of domestic sewage to serve 1.27 million present population and 2.35 million population by the year 2050.

Gender Action Plan (GAP) has been prepared for the project to ensure that women in the project area are not negatively impacted but rather benefit from improved sewage management. GAP aims to address gender-specific issues, provide a better environment, and enhance public health by reducing exposure to hazardous gases like methane and hydrogen sulfide, which are byproducts of sewage in open drains. GAP also acts as the tool and mechanism for incorporating gender dimensions in the project design and implementation.

2 FORMULATION OF GENDER ACTION PLAN

GAP integrates relevant national and provincial laws and policies and AIIB's Environmental and Social Framework (ESF). ESF includes measures to mitigate gender-based risks and enhance positive gender outcomes while promoting women's participation in decision-making. ESF also includes provisions for persons with disabilities, transgender individuals, and marginalized communities, ensuring inclusivity in the project. GAP also aligns with Sustainable Development Goal (SDG) 5, focusing on gender equality, elimination of violence against women, and women's full participation in political and economic spheres. Nationally, Pakistan's gender policies focus on mainstreaming gender across sectors, promoting women's health, education, and economic participation, and addressing gender-based violence. The GAP ensures compliance with provincial laws like the Punjab Protection of Women Against Violence Act and the Protection Against Harassment of Women at the Workplace Act, as well as child labor laws.

For the formulation of GAP, a review of secondary sources such as census data, national and provincial laws and policies and GAP reports of other relevant development projects was conducted. The information extracted from these reports is made part of GAP. The gender survey for the project was conducted using a combination of qualitative and quantitative methods, including in-person interviews, Focus Group Discussions (FGDs), and stakeholder

consultations. The survey aimed to assess the demographic and socio-economic conditions of women in the project area, incorporate their priorities, and analyze the potential impacts of the project on them. Male and female enumerators surveyed various towns specifically of women living near the proposed sewer lines and disposal station. Ethical practices and gender sensitivity were maintained throughout the surveys and consultation process by respecting cultural norms. The data collected has been analyzed and incorporated into GAP. During project implementation, while compiling progress reports and assessing the Gender Action Plan, the female sample size will be increased upto 60%. Particular emphasis will be placed on monitoring and reporting improvements in sanitation, public health, and WASH facilities. Furthermore, a comprehensive public health awareness program will be launched, necessitating systematic monitoring to evaluate its reach and effectiveness.

3 GENDER CONSULTATION

Gender consultation has been carried out along the route of trunk sewer alignments and disposal stations to ensure the active participation of women and vulnerable groups in the planning, implementation, and monitoring of project activities particularly for gender aspects. The consultation covered gender-specific impacts and women's perspectives. The purpose was to promote gender equality and enhance community involvement, identify capacity-building needs, establish gender-sensitive indicators, address safety, and accessibility, and raise awareness about gender considerations for the project. Stakeholders include women's groups, local leaders and government agencies. Data was collected through focus group discussions, interviews, surveys, and community meetings.

The findings of the consultation revealed that women in the area have diverse lifestyles, with notable educational disparities between social classes. While many women in Lahore have access to higher education and entrepreneurial opportunities, traditional gender roles still dominate. The survey also highlighted linguistic, cultural, and dietary preferences, providing a holistic understanding of women's socio-economic conditions. Women have limited information about the project and its implications. The participants in the consultation sessions showed concerns about health and safety risks associated with the construction activities. Women expressed optimism about improved infrastructure due to the project but highlighted concerns about project delays, compensation for displacement, and construction-related disturbances. Participants showed interest in economic opportunities but expressed that they lacked the skills to undertake economic endeavors. They demanded skill development training for them. The representatives of relevant government departments emphasized upgrading sewerage infrastructure, addressing urban flooding, and ensuring timely project completion with proper compensation and implementation of gender-sensitive GRM.

Participants of the consultation sessions were informed that two-way communication backed by information dissemination on project activities will be ensured during project execution to avert health and safety risks. The contractor will implement community health and safety measures during construction and prevent risks associated with Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA). The compensation will be paid to the Affected Persons (APs) against livelihood losses. Gender-sensitive GRM has been devised which will allow women to launch grievances in case of any complaint.

4 GENDER ACTION PLAN

The Gender Action Plan (GAP) developed for the project aligns with the AIIB's Environment and Social Framework (ESF) to promote gender equality, inclusivity, and women's socioeconomic empowerment. It serves as a roadmap to achieve the United Nations Sustainable Development Goal No. 5 on Gender Equality. The GAP emphasizes the importance of integrating gender issues into all project components, enhancing women's

participation, raising awareness about health and sanitation, and addressing GBV and SEA risks. Key objectives include conducting gender sensitivity training, fostering community engagement, and ensuring that women and marginalized groups are included in designing, implementing, monitoring and evaluation activities.

To implement the GAP, the project will focus on various initiatives such as awareness training on sewerage management and hygiene, capacity building for women, and economic opportunities. Activities include educating participants on safe waste disposal and the economic impacts of inadequate sewerage systems while providing training to enhance skills in sanitation management. Additionally, measures will be taken to prevent child labor and address GBV and SEA through awareness campaigns and establishing support structures. The project aims for improved health outcomes for women and girls, increased gender equality in accessing resources, and enhanced safety and security during the project's execution. The estimated budget for these initiatives is PKR 8,615,000 (8.6 million). The GAP is presented in the matrix below.

Gender Action Plan (GAP)

Activity	Performance/Target and Indicators	Responsibility	Timeframe	Estimated Budget (PKR)	Budget Description
Consultations with Women along Sewerage Routes and disposal station	• Group discussions held with women to minimize adverse impacts and gather suggestions • Individual consultations recorded • Data on women included in the Socioeconomic Baseline Report.	Environment and Social Unit (ESU) of PMU-LWASA	Project Preparation Phase	1,000,000	Costs for facilitators, materials, travel, and data analysis
Gender Equality in Livelihood Restoration Plan (LRP) & Resettlement Pan (RP)	• All affected women informed about physically displaced assets, business disturbance, compensation amounts timelines and options for opening bank accounts.	Environment and Social Unit (ESU) of PMU-LWASA	Project Implementation Phase	500,000	Outreach materials, communication campaigns, workshops
Road Safety Education Appropriate to Local Population	• Training activities with gender disaggregation (at least 20% women).	PMU of LWASA and Contractor	Project Implementation Phase	500,000	Training sessions, materials, and facilitators
Conduct Environmental Sanitation and Health Awareness Activities	• Number and type of educational materials and training sessions held. Target: At least 20% of women participants.	PMU of LWASA and Contractor	Project Implementation Phase	500,000	Printing, distribution of materials,
Organize Social, Environmental, GRM, WASH, and Gender Sensitivity Training for females residing in the project area, Project Staff, and Contractor's staff.	• Number of trainings held. • Number of participants (disaggregated by sex and job position).	Project Management Consultant (PMC), PMU and Contractor's E&S Staff	Project Implementation Phase	1,500,000	Trainer fees, venue costs, refreshments, training materials
Training Plan for Skill Development and Women Empowerment.	• Number of trainings held. • Number of women received training	PMU of LWASA	Project Implementation Phase	4,115,000	Training course fees
Include Provisions in Labor Contracting to	• Labor contracting documents include specific provisions for	PMU of LWASA	Project Implementation Phase	Cost is not involved in this activity	Relevant clauses be included in the bidding documents

Activity	Performance/Target and Indicators	Responsibility	Timeframe	Estimated Budget (PKR)	Budget Description
Encourage Employment of Women	hiring local labor and women workers.				as well as contract documents
Ensure Safety Measures Along Sewerage Routes	• Safeguard measures in place near schools, colleges, and markets at construction sites.	PMU of LWASA, and Contractor	Project Implementation Phase	It will be part of BOQ items, with no separate costs involved.	Installation of safety signs, barriers, and safety patrols
Documentation of Project Results and Impacts on Women	• Qualitative studies assessing the impact of the project on women's lives. • Results documented and shared in an accessible manner, including lessons learned.	PMU of LWASA	Project Implementation Phase	No separate cost is required for this activity	Research, data collection, report writing, and publication
Install Safety Fencing Around Construction Sites	• Fences installed around construction sites to ensure safety for women and children.	Contractor	Project Implementation Phase	It will be part of BOQ items, with no separate costs involved.	Materials and installation costs for fencing
Grievance Redress Mechanism (GRM)	• GRM is in place for addressing grievances related to gender impacts and other issues. • Tracking and reporting on gender-specific grievances and resolutions. • Evaluation of the effectiveness of GRM in addressing women's grievances.	Contractor, PMC, Grievance Redress (GR) Cell, Grievance Redress Committees (GRCs) and PMU of LWASA	Project Implementation Phase	500,000	Implementation of GRM, training and reporting system
Monitoring and Reporting on GAP Implementation	• Establish sex-disaggregated baseline data and other gender-related indicators for regular reporting during the project implementation period. • Prepare monitoring and reporting template on GAP implementation for incorporation in the quarterly progress report • Consult regularly with women beneficiaries and stakeholders.	PMC, PMU of LWASA and External Monitoring Consultants (EMC)	Project Implementation Phase	No separate cost is required for this activity as it is the responsibility of the E&S staff of PMC, PMU and EMC	Data collection, analysis, reporting templates

Activity	Performance/Target and Indicators	Responsibility	Timeframe	Estimated Budget (PKR)	Budget Description
	• Monitor GAP implementation progress regularly. • Including key implementation issues, lessons learned, and gender equality results achieved • Analyze the effectiveness of GAP and share lessons learned good practices and case studies.				
Total				**8,615,000**	**PKR 8.6 million**

5 GRIEVANCE REDRESS MECHANISM

Three-tier Grievance Redress Mechanism (GRM) has been developed for the project to ensure inclusivity, gender sensitivity, transparency, accountability, and address grievances from all stakeholders, with a particular focus on gender-based complaints. GRM aligns with local regulations like the Punjab Protection of Women Against Violence Act, 2016**,** and international standards, including those set by AIIB**.** GRM evolves from a two-tier system during the preparatory phase to a three-tier system in the execution phase. The first tier will be the Grievance Redress (GR) Cell to be instituted at the construction site during project execution. This cell will resolve immediate grievances within 7 days. The second tier is constituted at the Project Management Unit (PMU) where the Grievance Redress Committee (GRC) is formed to address unresolved grievances from the first tier within 10 days. At the management level of LWASA, third-tier GRC is constituted to tackle escalated cases, delivering resolutions within 15 days.

Individuals can appeal to higher authorities or the court if dissatisfied with the GRC's resolution. The process emphasizes confidentiality, especially gender-related complaints, and includes measures to support marginalized communities.

Public awareness campaigns will be initiated to inform stakeholders particularly women about GRM. Complaints may arise from compensation issues, disruptions caused by contractors, or gender-related concerns. Documentation including registration, tracking, and resolution of grievances, supported by a dedicated database will be ensured.

6 INSTITUTIONAL ARRAGEMENTS

The Project Management Unit (PMU) is responsible for the implementation and monitoring of the GAP, ensuring that gender considerations are seamlessly integrated into all project activities. The PMC will engage a dedicated gender specialist s/he will be responsible for implementation of GAP, and reporting on GAP implementation. The role of Gender Specialist is to prepare and implement a structural institutional framework that clarifies the responsibilities of the PMU, Project Management Consultant (PMC), and the Contractors. The PMU will lead efforts to promote gender equality and empower women throughout the project lifecycle by establishing key objectives, setting measurable targets, and allocating necessary resources provided in the GAP. Additionally, it will facilitate training and capacity-building initiatives to enhance stakeholders' understanding of gender issues. To gauge the project's impact on gender outcomes, the PMU, with PMC assistance, will implement systems for data collection and analysis, ensuring regular progress reporting and timely resolution of any challenges. The PMC will provide technical expertise and oversee compliance with the GAP, while the Contractor will engage with local communities to understand their needs, incorporate gender considerations into project design, and actively promote equal opportunities for women in project activities.

7 MONITORING MECHANISM

Key monitoring objectives include ensuring compliance with AIIB's Gender Guidelines, measuring the impact on gender equality, and providing data for continuous improvement. PMU oversees the process, supported by designated gender focal points at construction sites and an External Monitoring Consultant (EMC) for impartial evaluations. Monitoring tools include qualitative and quantitative indicators focused on participation, employment, grievance redress, health and safety, infrastructure improvement, and information dissemination. Data will be collected monthly by gender focal points, with findings reported in monthly and quarterly meetings, leading to an annual evaluation by the EMC. Stakeholder feedback will inform adaptive management practices to address the needs of women and vulnerable groups. Capacity-building initiatives and gender sensitivity training for project staff will enhance skills in monitoring and compliance. Documentation and knowledge-sharing efforts will contribute to broader insights into gender-sensitive infrastructure projects.